

Workforce Development Workgroup March 25, 2008 Meeting Minutes

Report from CNA Training Discussion Recommendations @ March 24th LTCSS Commission Meeting

- Reviewed Memorandum to LTCSS Commission and support letters regarding CNA Training.
- The letters were good and raised issues (funding, dementia content) that the workgroup should pay attention to and organizations are willing to continue the process.
- Discussions with Associations (HCAM, Hospice, Home Health) – Each association is still considering the recommendations with their Board. They need more time to consider this with their Board. Because of this, Hollis did not want to force the Commission into a vote yesterday. So, a formal vote of the Commission will be taken at May meeting and the issue group will continue its work.
 - o MI Hospice and Palliative Care Organization is waiting for Medicare's revisions Hospice conditions of participation, which includes training requirements. The outcome of that may determine their support of the CNA curriculum and the training needs of their aides. Many MI hospice organizations hire use CNA graduates and then supplement additional training around end-of-life care.
 - o HCAM – questions regarding cost of training changes and if additional training becomes more of a deterrent to employment if there isn't the capacity to provide the training. (i.e. Jean in NW Michigan has a 100 people on the CNA training list)
 - o MI Home Health Association asked for a presentation at their April 22nd board meeting.
 - o MAHSA continues to be unresponsive and it appears unlikely that the association will support this effort.

Though we haven't brought it to a formal vote among the Commission, the work will continue in terms of areas of research;

- o Other state's activities around CNA training and the cost of implementing new training.
- o Need for further research on where the additional costs come in – is it from transferring to the new training curriculum or is it in implementing the actual curriculum.
- o How do you manage the increase in costs to implement new curriculum will be a continued issue in a climate with minimal resources.
- o Discussion on how Medicaid pays for training in nursing homes. It is reported as an administrative cost that has lower federal match. This is an area that needs further investigation.
- Once this research is done, we need to develop a concise document to educate legislators on the need and maintain a narrow focus on CNA training.
- Continues to be questions about intersecting CNA training with home health training. A large issue that is that private duty home health is not licensed, and it is not much more difficult to regulate an occupation. MHHA is considering discussing licensure of home health, but not sure where that effort is in the legislative process.

- Do we approach CNA training as a core curriculum that other occupations/specialties can branch off of it?

Discussion of New LTCSS Advisory Commission Schedule and its impact on Workforce meetings

- Commission has changed its meeting schedule to meet every other month (May, July, September and November), and will have some meets outside of Lansing – West Michigan, Detroit, UP. Meetings will go be full-day events – 10-4 p.m. and will include workgroup presentations and broad issue presentations.
- The September meeting will be a voter forum and inviting presidential candidates or their representatives to come and respond to the Task Force recommendations. How will the presidential nominees, if elected President, address the recommendations.
- How does that impact the Workgroup?
 - Will this Workgroup meet on the “off months” from the Commission. (i.e., the Quality Workgroup is meeting on April 21, when there would have been a LTCSS Commission Meeting.) Hollis will talk with the issue committee leaders.

Issue Committee Reports

- LPN Issue Group – DCH as a whole is looking at nursing education (RN and LPN) and there is a task force working on the issue and will take their work to the board of nursing. **[Note the Task Force Recommendations have been released and are attached to the same email as these minutes. The nursing education recommendations are also posted on the MDCH website. www.michigan.gov/mdch.]** John King reported for the issue committee.
 - Board of Nursing is looking at doing a statewide, standardized LPN curriculum. Right now it varies across the state’s various approach programs and impacts student’s availability to continue their nursing education if they have to interrupt their education. Recommendations should come out by their Fall meeting. There are LTC representatives working on the recommendations.
 - The SE MI LTC RSA, staff at Everest, and Beaumont and DMC Hospitals, Trinity Health Care, and Henry Ford helped to support increased LPN training programs in SE MI. The group was able to get the license of a closing program and open in Southfield as an extension of a program at Everest. Started with 20 seats and now has 80 seats available.
 - Working with NexCare, owns 14 homes and operate Health Care Learning Institute, to open up an LPN program that they will pay for themselves. Will start with 40 seats – 20 will be dedicated to NexCare employees, the other 20 will be open to the public.
 - SE MI LTC RSA is looking to set up other partnerships to promote quality LPN trainings in other parts of the state.
 - Issues raised by the Commission: Articulation agreements - making sure that classes are recognized by both the LPN and the RN curriculums. Both RN and LPN curricula need to bring more of a focus on dementia training.
- **Health Care Issues – Tameshia Bridges**
 - Research on Third Share Plans continues

- PHI work on promoting/educating about MIChild program. A fact sheet specific to the program is being developed for distribution during Cover the Uninsured Week at the end of April.
- The LTCSS Commission voted to support the Health Care Ballot Initiative
- **Data – Hollis for Rosemary**
 - Looking for graduate student to help look further at DLEG website in terms of data.
 - Considering how to use Minimum Data Set developed by the Direct Support Worker Resource Center here in Michigan to encourage collection of data on the workforce. Will use the white paper as the basis for developing recommendations to state government
- **Michigan Works Agencies – Kelly Fulkerson**
 - Had first meeting last month
 - Discussed ways to connect MWA and employers and what the turnover is for workers that come to DCW through MWA
 - Look at how training is done through the MWA to prepare people for DCW

Catch-Up and Sharing

- Marcie ? – Train the Trainer Manual on Dementia Care for Direct-Care Workers – step by step instructions with content on how to do a dementia training and what to cover in it. Includes DVD, CD-Rom with PowerPoint. It is free and the goal is to get it out statewide and putting it up on the DCH's website of the manual and the CD-Rom. Chris Curtin is also working with the provider associations to get the training out to their members.
- Maureen – OPEN Case Study. Describes the retention project out of Grand Rapids and includes the tools that are used to aid in replication
- Maureen – Train the trainer seminar in Coaching Supervision is finishing up and those trained will be available to do the 2 day training statewide.
- Jean Peters – Council of Governments has a similar OPEN program called Teamwork Northwest and find that it is really successful. RSA working on a Clinical Placement System. A Clinical Placement System puts educators and hospitals and nursing homes together to in order to share their clinical placements. Being done to address the shortage of clinical placement sites for students. Right now the system is only for nursing and trying to integrate long-term care settings as clinical site for students.

Next Meeting

- Hollis wants to meet with the Issue Committee chairs about what they are working on before next meeting.
- **Next meeting—May 14, 2008; 9:30 a.m. until 11:30 a.m. at the Tri-County Office on Aging, 5303 S. Cedar, Lansing, MI 48911. Attendance by conference calling will be available for this meeting.**